

Salt River Fire Department Operating Guidelines

Supervising Less Experienced People

April 2000

206.02

1 of 2



The purpose of this procedure is to describe the requirements necessary for supervising less experienced personnel at working incidents.

The integral part of safe operations at an incident site is that the fire company functions as a team, supervised by the Company Officer. The Company Officer is responsible for the supervision and welfare of all personnel in his/her company and other firefighters assigned to his/her supervision.

It is important to recognize that firefighters gain "experience" at different rates. Experience levels depend upon time on the job, number, type and intensity of past incidents, and the quality of supervision and training that the firefighter has gained.

It is also important to recognize that inexperienced personnel caught in a hot, smoke-filled environment with zero visibility, or other hazardous or unfamiliar environment, can easily take inappropriate action resulting in injury or death to themselves or others.

With the arrival of a new or less experienced firefighter to the company, the Company Officer and all crew -members assume responsibility for the new firefighter.

For the purpose of this procedure, a "less experienced" firefighter is defined as:

- A. Probationary firefighter.
- B. Any member with less than two years total experience assigned to fire fighting duties.

It should be noted that two years firefighting experience does not necessarily qualify that individual as experienced. Firefighters may still require direct supervision.

It will be the responsibility of the Company Officer to determine the experience level of all fire fighters assigned to his/her company through the following methods:

Interview: Interview the firefighter to determine time assigned to firefighting duties, previous assignments, type and amount of prior experience.

Evaluate: Evaluate the firefighter's proficiency in hose lays, SCBA, ladder, evolutions, etc.

Determine the firefighter's knowledge of firefighting and safety procedures.

Salt River Fire Department Operating Guidelines

Supervising Less Experienced People

April 2000

206.02

2 of 2



Interview previous Company Officers on the firefighter's past performance.

Training: Provide frequent and appropriate training to improve skill levels and maintain proficiency.

Follow-up: Provide follow-up evaluation and training. Evaluate the firefighter's performance at each incident. Interview other firefighters who worked with the firefighter.

Those firefighters who are determined inexperienced will be directly supervised by the Company Officer or a firefighter with greater than two years total firefighting experience.

Direct supervision will be required at the moment the firefighter enters an area that exposes the firefighter to potential injury or death. Examples include:

- A. Entering a building involved with smoke or fire.
- B. Approaching a potential collapse area.
- C. Potential explosion or flash fire.
- D. Approaching a hazardous materials incident.
- E. Entering an area where hazard line tape is present.
- F. Any other area that could cause injury or death to the firefighter.
- G. Providing direct patient care on EMS incidents.

The fact that a firefighter meets the time in assignment criteria to be an experienced firefighter does not relieve the supervisor of his/her responsibilities. All personnel at an incident will be supervised by and accountable to a Company Officer or Command Officer.

The experienced firefighter, however, may be permitted, under appropriate and safe circumstances, to function at an incident without direct supervision of a Company Officer.